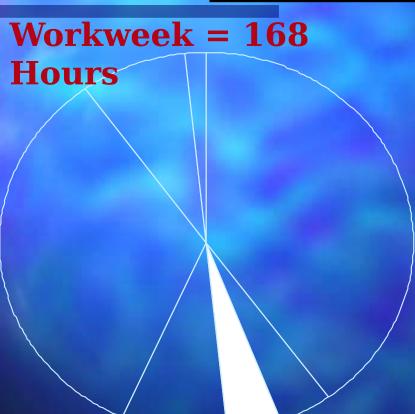
### THE NAVY AFLOAT WORKWEEK

A Broken Paradigm?

#### Afloat Workweek Genesis

- Prior 1986 GAO-audit of Ship Manpower Requirements Program
  - Watch stander workweek
  - Non-watch stander workweek (Sunday off)
- Post-Audit New 7-day workweek for both
  - 56 Hrs of watch/11 hrs other work, or
  - 67 Hrs of non-watch work

# Afloat Underway Workweek



OPNAVINST 1000.16H

- **Work (67)**
- Service Diversion (7)
- Training (7)
- Messing (14)
- **Sleep (56)**
- Personal (14)
- Sunday Free (3)

Watch Stander = 56 hrs watch & 11 hrs other wo

#### Workweek Elements

- Work 67 hrs/week
  - Productive time
- Service diversion 1hr/day
  - Non-productive military work time
    - Quarters
      - Haircuts
    - Does not include exercise per OPNAVINST 6110.1F
    - Boards & committees
- Sleep a "window" of 8 hrs/day

# Workweek Elements (cont.)

- Messing 2 hrs/day
- Personal time 2 hrs/day
  - Includes time for "mandatory" physical readiness activities
- Sunday free time 3hrs for all hands

## Training - The Broken Element?

- 1986 OPNAV workweek standard = 1 hr/day
  - Assumes
    - Most sailors pass thru training pipeline prior to reporting on board
    - Provides for proficiency training
      - Individual
      - Team
        - General Quarters
        - Evolution bills

#### Readiness Objectives

Conditions I & III
Computation

**Current Profile** 

Section I
Fully Trained &
Qualified

Section II
Fully Trained &
Qualified

**Section III** 

Trainers
Trainees
Absentees
Reserves
Rotational Pool

#### Training Fleet Feedback

- Many COs, XOs, Dept Hds, DivOffs & CPOs believe:
  - They focus training on next hurdle
  - They cannot achieve all training objectives
  - 2-4 Hrs/day required to complete all training
- Training Dept Creation
  - Success substantiates that there is too much training for "traditional" org to manage

### Training Elements\*

- Ship training
- Team training
- Individual watch training
- Individual warfare specialty training
- Individual rate/advancement training
- General military training
- General/advanced educational training

<sup>\*</sup> Supported by 1996 ROC FSO 55 - Maintain readiness by providing for training of own unit's personnel.

### Training Management

- Extremely difficult/virtually impossible
  - Training has never been measured as "workload"
  - If you don't know the workload, how can resources be applied against it?
    - No Navy manager can articulate/grasp the training workload for any workcenter on any ship in the Navy
  - No "Gatekeeper" to regulate ship reqmnts

#### Ship Acquisitions

- Revolutionary approach to manning ships includes:
  - Moving most bureaucratic/overhead work ashore
  - Reducing most work to:
    - Watch standing/support operations (e.g., food service)
    - Training
- There are no known points of departure for inclusion of training workload in new ships

## Training Workload Measurement

- Quantification would support:
  - Current management decisions/staffing
  - Provide a point of departure for the future
- Qualification would support:
  - Identifying "training generators"
  - Assessment of training immaterial to ship readiness or personnel professionalism
- Both support "Gatekeeper"
  - Maintain optimum level in training bucket